

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Schedule C - 11.1
Page 6 of 10
Person Responsible: D. Leppert

Proposed Test Year Period: Future
Period Reported: 1998 and 1999
Prior Year (1999) 12 Mo. Actual

Comparison of Actual Payroll Costs in Prior Years - Kankakee Water Division

Line	Account Number (A)	Account Description (B)	Actual 1998 Direct Payroll Costs (C)	Actual 1999 Direct Payroll Costs (D)	Payroll Variance (E)	% Variance (1) (F)
1	601 - 603	Source of Supply	\$21,295	\$25,859	\$4,564	21.43%
2						
3	601 - 603	Pumping Operations	\$134,067	\$162,799	28,732	21.43%
4						
5	601 - 603	Pumping Maintenance	\$57,232	\$69,497	12,265	21.43%
6						
7	601 - 603	Water Treatment - Operations	\$154,275	\$187,337	33,062	21.43%
8						
9	601 - 603	Water Treatment - Maintenance	\$91,287	\$110,851	19,564	21.43%
10						
11	601 - 603	Transmission and Distribution - Operations	\$306,051	\$371,640	65,589	21.43%
12						
13	601 - 603	Transmission and Distribution - Maintenance	\$133,058	\$161,573	28,515	21.43%
14						
15	601 - 603	Customer Accounts Expense	\$75,365	\$91,517	16,151	21.43%
16						
17	601 - 603	Administrative & General Expense & Other	\$89,597	\$108,798	19,201	21.43%
18		SUB-TOTAL Payroll O&M Expense	1,062,227	1,289,871	227,644	21.43%
19						
20	105 - 108	Capitalized	\$300,525	190,473	-110,052	-36.62%
21	142 - 184	Other Balance Sheet	\$64,385	13,176	-51,209	-79.54%
22	421	Non-Operating	\$0	847	847	#DIV/0!
23						
24		Total Payroll Costs:	\$1,427,137	\$1,494,368	\$67,231	4.71%
25						

(1) For variance explanations, please refer to WP -C11.1

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division

Rate Case Docket No. 00-

Proposed Test Year Period: Future

Period Reported: 1999 and 2000

Prior Year (1999) 12 Mo. Actual

Schedule

C - 11.1

Page

7 of 10

Person Responsible: D. Leppert

Comparison of Actual Payroll Costs in Prior Years - Total Company

Line	Account Number (A)	Account Description (B)	Actual 1999 Direct Payroll Costs (C)	Projected 2000 Direct Payroll Costs (D)	Payroll Variance (E)	% Variance (1) (F)
1	601 - 603	Source of Supply	\$56,928	\$46,422	-\$10,506	-18.45%
2						
3	601 - 603	Pumping Operations	192,986	178,635	-14,351	-7.44%
4						
5	601 - 603	Pumping Maintenance	38,462	83,408	44,946	116.86%
6						
7	601 - 603	Water Treatment - Operations	535,702	559,149	23,447	4.38%
8						
9	601 - 603	Water Treatment - Maintenance	107,614	193,112	85,498	79.45%
10						
11	601 - 603	Transmission and Distribution - Operations	309,761	533,244	223,483	72.15%
12						
13	601 - 603	Transmission and Distribution - Maintenance	384,315	345,006	-39,309	-10.23%
14						
15	601 - 603	Customer Accounts Expense	738,521	492,916	-245,605	-33.26%
16						
17	601 - 603	Admin. & General Expense	761,928	681,937	-79,991	-10.50%
18						
19	601 - 603	Sewer Related Payroll	395,898	393,888	-2,010	-0.51%
20		SUB-TOTAL Payroll O&M Expense	3,522,115	3,507,717	-14,398	-0.41%
21						
22	105	Capitalized	448,727	709,277	260,550	58.06%
23	142-184	Other Balance Sheet	39,606	62,134	22,528	56.88%
24	421	Non-operating	135,479	32,521	-102,958	-76.00%
25						
26		Total Payroll Costs:	\$4,145,927	\$4,311,649	\$165,722	4.00%
27						

Note - Includes Sewer Payroll as well

(1) For variance explanations, please refer to WP -C11.1

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Schedule C - 11.1
Page 8 of 10
Person Responsible: D. Leppert

Proposed Test Year Period: Future
Period Reported: 1999 and 2000
Prior Year (1999) 12 Mo. Actual

Comparison of Actual Payroll Costs in Prior Years - Kankakee Water Division

Line	Account Number (A)	Account Description (B)	Actual 1999 Direct Payroll Costs (C)	Projected 2000 Direct Payroll Costs (D)	Payroll Variance (E)	% Variance (1) (F)
1	601 - 603	Source of Supply	\$25,859	\$9,962	-\$15,897	-61.48%
2						
3	601 - 603	Pumping Operations	162,799	131,646	-31,153	-19.14%
4						
5	601 - 603	Pumping Maintenance	69,497	72,380	2,883	4.15%
6						
7	601 - 603	Water Treatment - Operations	187,337	190,281	2,944	1.57%
8						
9	601 - 603	Water Treatment - Maintenance	110,851	99,617	-11,234	-10.13%
10						
11	601 - 603	Transmission and Distribution - Operations	371,640	255,599	-116,041	-31.22%
12						
13	601 - 603	Transmission and Distribution - Maintenance	161,573	224,958	63,385	39.23%
14						
15	601 - 603	Customer Accounts Expense	91,517	157,117	65,601	71.68%
16						
17	601 - 603	Administrative & General Expense	<u>108,798</u>	<u>109,957</u>	<u>1,159</u>	<u>1.07%</u>
18		SUB-TOTAL Payroll O&M Expense	1,289,871	1,251,517	-38,354	-2.97%
19						
20	105 - 108	Capitalized	190,473	390,941	200,467	105.25%
21		Other Balance Sheet	13,176	8,196		
22	142 - 184	Non-Operating	847	1,387	540	63.67%
23						
24		Total Payroll Costs:	\$1,494,368	\$1,652,041	\$162,653	10.88%
25						

(1) For variance explanations, please refer to WP -C11.1

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Schedule C - 11.1
Page 9 of 10
Person Responsible: D. Leppert

Proposed Test Year Period: Future
Period Reported: 2000 and 2001

Comparison of Actual Payroll Costs in Prior Years - Total Company

Line	Account Number (A)	Account Description (B)	Projected 2000 Direct Payroll Costs (C)	Projected 2001 Direct Payroll Costs (D)	Payroll Variance (E)	% Variance (1) (F)
1	601 - 603	Source of Supply	\$46,422	\$51,133	\$4,710	10.15%
2						
3	601 - 603	Pumping Operations	178,635	211,774	33,139	18.55%
4						
5	601 - 603	Pumping Maintenance	83,408	100,587	17,179	20.60%
6						
7	601 - 603	Water Treatment - Operations	559,149	624,297	65,148	11.65%
8						
9	601 - 603	Water Treatment - Maintenance	193,112	221,808	28,696	14.86%
10						
11	601 - 603	Transmission and Distribution - Operations	533,244	609,640	76,396	14.33%
12						
13	601 - 603	Transmission and Distribution - Maintenance	345,006	403,882	58,876	17.07%
14						
15	601 - 603	Customer Accounts Expense	492,916	549,892	56,976	11.56%
16						
17	601 - 603	Admin. & General Expense	681,937	751,198	69,261	10.16%
18						
19	601 - 603	Sewer Related Payroll	<u>393,888</u>	<u>391,785</u>	<u>-2,103</u>	<u>-0.53%</u>
20		SUB-TOTAL Payroll O&M Expense	3,507,717	3,915,995	408,278	11.64%
21						
22	105	Capitalized	709,277	475,685	-233,592	-32.93%
23	142-184	Other Balance Sheet	62,134	71,271	9,137	14.71%
24	421	Non-operating	32,521	34,910	2,389	7.35%
25						
26		Total Payroll Costs:	\$4,311,649	\$4,497,862	\$186,213	4.32%
27						

Note - Includes Sewer Payroll as well

(1) For variance explanations, please refer to WP -C11.1

Proposed Test Year Period: Future
Period Reported: 2000 and 2001

Comparison of Actual Payroll Costs in Prior Years - Kankakee Water Division

Line	Account Number (A)	Account Description (B)	Projected 2000 Direct Payroll Costs (C)	Projected 2001 Direct Payroll Costs (D)	Payroll Variance (E)	% Variance (1) (F)
1	601 - 603	Source of Supply	\$9,962	\$12,236	\$2,274	22.83%
2						
3	601 - 603	Pumping Operations	131,646	161,701	30,055	22.83%
4						
5	601 - 603	Pumping Maintenance	72,380	88,904	16,524	22.83%
6						
7	601 - 603	Water Treatment - Operations	190,281	233,722	43,441	22.83%
8						
9	601 - 603	Water Treatment - Maintenance	99,617	122,360	22,743	22.83%
10						
11	601 - 603	Transmission and Distribution - Operations	255,599	313,953	58,354	22.83%
12						
13	601 - 603	Transmission and Distribution - Maintenance	224,958	276,316	51,358	22.83%
14						
15	601 - 603	Customer Accounts Expense	157,117	192,988	35,871	22.83%
16						
17	601 - 603	Administrative & General Expense	<u>109,957</u>	<u>135,060</u>	<u>25,103</u>	<u>22.83%</u>
18		SUB-TOTAL Payroll O&M Expense	1,251,517	1,537,241	285,724	22.83%
19						
20	105 - 108	Capitalized	390,941	167,565	-223,376	-57.14%
21						
22	142 - 184	Other Balance Sheet	1,387	11,771	10,384	748.64%
23						
24		Total Payroll Costs:	\$1,643,845	\$1,716,576	\$72,732	4.42%
25						

(1) For variance explanations, please refer to WP -C11.1

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Schedule

C-11.2

Page

Page 1 of 2

Person Responsible: D. Leppert

Period Reported: 1998 - 2001

Prior Year (1999) 12 Mo. Actual

Direct Payroll by Function**Total Company**

<u>Line</u>	<u>Function</u> <u>(A)</u>	1998 <u>(B)</u>	1999 <u>(C)</u>	Projected 2000 <u>(D)</u>	Projected 2001 <u>(E)</u>
1	Source of Supply and Pumping	\$293,538	\$288,376	\$308,465	\$363,494
2					
3	Water Treatment	675,822	643,316	752,261	846,104
4					
5	Transmission and Distribution	736,515	694,076	878,250	1,013,522
6					
7	Customer Accounts	388,617	738,521	492,916	549,892
8					
9	Sales	0	0	0	0
10					
11	Administrative and General	788,550	761,928	681,937	751,198
12					
13	Sewer Related	<u>394,737</u>	<u>395,898</u>	<u>393,888</u>	<u>391,785</u>
14					
15	Total Payroll Charged to O&M Expense	\$3,277,779	\$3,522,115	\$3,507,717	\$3,915,995
16					
17	Total Payroll Charged to Other	312,884	230,839	94,655	106,181
18	Total Payroll Charged to Construction	<u>624,059</u>	<u>440,804</u>	<u>709,277</u>	<u>475,685</u>
19					
20					
21					
22	TOTAL PAYROLL	\$4,214,722	\$4,193,758	\$4,311,649	\$4,497,862

CONSUMERS ILLINOIS WATER COMPANY
 Kankakee Water Division
 Rate Case Docket No. 00-

Schedule C-11.2
 Page Page 2 of 2
 Person Responsible: D. Leppert

Period Reported: 1998 - 2001
 Prior Year (1999) 12 Mo. Actual

Direct Payroll by Function

Kankakee Water Division

Line	Function (A)	1998 (B)	1999 (C)	Projected 2000 (D)	Projected 2001 (E)
1	Source of Supply and Pumping	\$156,233	\$258,155	\$213,987	\$262,841
2					
3	Water Treatment	211,251	298,188	289,898	356,082
4					
5	Transmission and Distribution	381,002	533,213	480,557	590,269
6					
7	Customer Accounts	119,597	91,517	157,117	192,988
8					
9	Sales	0	0	0	0
10					
11	Administrative and General	<u>194,144</u>	<u>108,798</u>	<u>109,957</u>	<u>135,060</u>
12					
13	Total Payroll Charged to O&M Expense	\$1,062,227	\$1,289,871	\$1,251,517	\$1,537,241
14					
15	Total Payroll Charged to Other	695,610	7,861	9,583	11,771
16	Total Payroll Charged to Construction	<u>326,851</u>	<u>190,473</u>	<u>390,941</u>	<u>167,565</u>
17					
18					
19					
20	TOTAL PAYROLL	\$2,084,688	\$1,488,206	\$1,652,041	\$1,716,576

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1996

Schedule

Page

Person Responsible:

C-11.3

Page 1 of 12

D. Leppert

Union and Non-union Payroll Costs

Total Company

<u>Line</u>	<u>Employee Group or Affiliation</u> <u>(A)</u>	<u>Number of</u> <u>Employees</u> <u>(B)</u>	<u>Percentage</u> <u>Increase to</u> <u>Base Wages</u> <u>(C)</u>	<u>Effective</u> <u>Date</u> <u>(D)</u>	<u>Effective</u> <u>Period</u> <u>(E)</u>	<u>Base Wages</u> <u>Before</u> <u>Increase</u> <u>(F)</u>	<u>Annualized</u> <u>Wage</u> <u>Increase</u> <u>(G)</u>	<u>Wage</u> <u>Increase</u> <u>in Year</u> <u>(H)</u>	<u>Total</u> <u>Base Wages</u> <u>in Year</u> <u>(I)</u>
1	<u>Union -</u>								
2		47	0.1%	1/1/96	1/1/96 -12/31/96	\$1,551,775	\$1,841	\$1,841	\$1,553,616
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	31	6.2%	1/1/96	1/1/96 -12/31/96	1,242,269	76,723	76,723	1,318,992
10									
11	Non-Exempt								
12									
13	Full-Time	37	1.5%	1/1/96	1/1/96 -12/31/96	911,207	13,281	13,281	924,488
14									
15	Part-Time	<u>13</u>	3.0%	1/1/96	1/1/96 -12/31/96	<u>48,361</u>	<u>1,440</u>	<u>1,440</u>	<u>49,801</u>
16									
17	Total	128	2.5%			\$3,753,612	\$93,285	\$93,285	\$3,846,897

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1996

Schedule

Page

Person Responsible:

C-11.3

Page 2 of 12

D. Leppert

Union and Non-union Payroll Costs

Kankakee Water Division

<u>Line</u>	<u>Employee Group or Affiliation</u> <u>(A)</u>	<u>Number of</u> <u>Employees</u> <u>(B)</u>	<u>Percentage</u> <u>Increase to</u> <u>Base Wages</u> <u>(C)</u>	<u>Effective</u> <u>Date</u> <u>(D)</u>	<u>Effective</u> <u>Period</u> <u>(E)</u>	<u>Base Wages</u> <u>Before</u> <u>Increase</u> <u>(F)</u>	<u>Annualized</u> <u>Wage</u> <u>Increase</u> <u>(G)</u>	<u>Wage</u> <u>Increase</u> <u>in Year</u> <u>(H)</u>	<u>Total</u> <u>Base Wages</u> <u>in Year</u> <u>(I)</u>
1	<u>Union -</u>								
2		25	0.5%	1/1/96	1/1/96 -12/31/96	\$860,232	\$4,013	\$4,013	\$864,245
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	5	7.8%	1/1/96	1/1/96 -12/31/96	220,925	17,146	17,146	238,071
10									
11	Non-Exempt								
12									
13	Full-Time	10	3.6%	1/1/96	1/1/96 -12/31/96	268,111	9,734	9,734	277,845
14									
15	Part-Time	5	99.1%	1/1/96	1/1/96 -12/31/96	10,219	10,128	10,128	20,347
16									
17	Total	45	3.0%			\$1,359,487	\$41,021	\$41,021	\$1,400,508

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1997

Schedule

Page

Person Responsible:

C-11.3

Page 3 of 12

D. Leppert

Union and Non-union Payroll Costs

Total Company

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		48	4.1%	1/1/97	1/1/97 -12/31/97	\$1,553,616	\$63,786	\$63,786	\$1,617,402
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	29	-0.4%	1/1/97	1/1/97 -12/31/97	1,318,992	-5,611	-5,611	1,313,381
10									
11	Non-Exempt								
12									
13	Full-Time	35	2.1%	1/1/97	1/1/97 -12/31/97	924,488	19,118	19,118	943,606
14									
15	Part-Time	<u>12</u>	0.3%	1/1/97	1/1/97 -12/31/97	<u>49,801</u>	<u>154</u>	<u>154</u>	<u>49,955</u>
16									
17	Total	124	2.0%			\$3,846,897	\$77,447	\$77,447	\$3,924,344

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1997

Schedule

Page

Person Responsible:

C-11.3

Page 4 of 12

D. Leppert

Union and Non-union Payroll Costs

Kankakee Water Division

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		25	2.7%	1/1/97	1/1/97 -12/31/97	\$864,245	\$23,317	\$23,317	\$887,562
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	5	0.4%	1/1/97	1/1/97 -12/31/97	238,071	1,041	1,041	239,112
10									
11	Non-Exempt								
12									
13	Full-Time	10	-0.4%	1/1/97	1/1/97 -12/31/97	277,845	-983	-983	276,862
14									
15	Part-Time	<u>6</u>	59.2%	1/1/97	1/1/97 -12/31/97	<u>20,347</u>	<u>12,036</u>	<u>12,036</u>	<u>32,383</u>
16									
17	Total	46	2.5%			\$1,400,508	\$35,411	\$35,411	\$1,435,919

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1998

Schedule

Page

Person Responsible:

C-11.3
Page 5 of 12
D. Leppert

Union and Non-union Payroll Costs

Total Company

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		44	-5.3%	1/1/98	1/1/98 -12/31/98	\$1,617,402	-\$85,217	-\$85,217	\$1,532,185
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	27	-10.0%	1/1/98	1/1/98 -12/31/98	1,313,381	-131,904	-131,904	1,181,477
10									
11	Non-Exempt								
12									
13	Full-Time	36	4.6%	1/1/98	1/1/98 -12/31/98	943,606	43,561	43,561	987,167
14									
15	Part-Time	<u>10</u>	23.2%	1/1/98	1/1/98 -12/31/98	<u>49,955</u>	<u>11,611</u>	<u>11,611</u>	<u>61,566</u>
16									
17	Total	117	-4.1%			\$3,924,344	-\$161,949	-\$161,949	\$3,762,395

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1998

Schedule

Page

Person Responsible:

C-11.3
Page 6 of 12
D. Leppert

Union and Non-union Payroll Costs

Kankakee Water Division

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		22	-12.6%	1/1/98	1/1/98 -12/31/98	\$887,562	-\$112,140	-\$112,140	\$775,422
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	5	3.7%	1/1/98	1/1/98 -12/31/98	239,112	8,921	8,921	248,033
10									
11	Non-Exempt								
12									
13	Full-Time	11	5.3%	1/1/98	1/1/98 -12/31/98	276,862	14,555	14,555	291,417
14									
15	Part-Time	8	-7.4%	1/1/98	1/1/98 -12/31/98	32,383	-2,401	-2,401	29,982
16									
17	Total	46	-6.3%			\$1,435,919	-\$91,065	-\$91,065	\$1,344,854

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1999
Prior Year (1999) 12 Mo. Actual

Schedule
Page
Person Responsible:

C-11.3
Page 7 of 12
D. Leppert

Union and Non-union Payroll Costs

Total Company

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		44	2.6%	1/1/99	1/1/99 -12/31/99	\$1,532,185	\$40,048	\$40,048	\$1,572,233
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	21	-17.8%	1/1/99	1/1/99 -12/31/99	1,181,477	-210,177	-210,177	971,300
10									
11	Non-Exempt								
12									
13	Full-Time	36	5.5%	1/1/99	1/1/99 -12/31/99	987,167	54,648	54,648	1,041,815
14									
15	Part-Time	<u>17</u>	60.4%	1/1/99	1/1/99 -12/31/99	<u>61,566</u>	<u>37,186</u>	<u>37,186</u>	<u>98,752</u>
16									
17	Total	118	-2.1%			\$3,762,395	-\$78,295	-\$78,295	\$3,684,100

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1999
Prior Year (1999) 12 Mo. Actual

Schedule
Page
Person Responsible:

C-11.3
Page 8 of 12
D. Leppert

Union and Non-union Payroll Costs

Kankakee Water Division

<u>Line</u>	<u>Employee Group or Affiliation</u> <u>(A)</u>	<u>Number of</u> <u>Employees</u> <u>(B)</u>	<u>Percentage</u> <u>Increase to</u> <u>Base Wages</u> <u>(C)</u>	<u>Effective</u> <u>Date</u> <u>(D)</u>	<u>Effective</u> <u>Period</u> <u>(E)</u>	<u>Base Wages</u> <u>Before</u> <u>Increase</u> <u>(F)</u>	<u>Annualized</u> <u>Wage</u> <u>Increase</u> <u>(G)</u>	<u>Wage</u> <u>Increase</u> <u>in Year</u> <u>(H)</u>	<u>Total</u> <u>Base Wages</u> <u>in Year</u> <u>(I)</u>
1	<u>Union -</u>								
2		22	5.4%	1/1/99	1/1/99 -12/31/99	\$775,422	\$42,108	\$42,108	\$817,530
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	6	5.5%	1/1/99	1/1/99 -12/31/99	248,033	13,597	13,597	261,630
10									
11	Non-Exempt								
12									
13	Full-Time	10	18.1%	1/1/99	1/1/99 -12/31/99	291,417	52,792	52,792	344,209
14									
15	Part-Time	<u>11</u>	62.7%	1/1/99	1/1/99 -12/31/99	<u>29,982</u>	<u>18,786</u>	<u>18,786</u>	<u>48,768</u>
16									
17	Total	49	9.5%			\$1,344,854	\$127,283	\$127,283	\$1,472,137

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Schedule
Page
Person Responsible:

C-11.3
Page 9 of 12
D. Leppert

Period Reported: 2000

Union and Non-union Payroll Costs

Total Company

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		43	3.9%	1/1/00	1/1/00 -12/31/00	\$1,572,233	\$60,892	\$60,892	\$1,633,125
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	21	18.4%	1/1/00	1/1/00 -12/31/00	971,300	179,088	179,088	1,150,388
10									
11	Non-Exempt								
12									
13	Full-Time	34	12.8%	1/1/00	1/1/00 -12/31/00	1,041,815	133,192	133,192	1,175,007
14									
15	Part-Time	<u>16</u>	10.6%	1/1/00	1/1/00 -12/31/00	<u>98,752</u>	<u>10,487</u>	<u>10,487</u>	<u>109,239</u>
16									
17	Total	114	10.4%			\$3,684,100	\$383,659	\$383,659	\$4,067,759

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Schedule

Page

Person Responsible:

C-11.3
Page 10 of 12
D. Leppert

Period Reported: 2000

Union and Non-union Payroll Costs

Kankakee Water Division

<u>Line</u>	<u>Employee Group or Affiliation</u> <u>(A)</u>	<u>Number of</u> <u>Employees</u> <u>(B)</u>	<u>Percentage</u> <u>Increase to</u> <u>Base Wages</u> <u>(C)</u>	<u>Effective</u> <u>Date</u> <u>(D)</u>	<u>Effective</u> <u>Period</u> <u>(E)</u>	<u>Base Wages</u> <u>Before</u> <u>Increase</u> <u>(F)</u>	<u>Annualized</u> <u>Wage</u> <u>Increase</u> <u>(G)</u>	<u>Wage</u> <u>Increase</u> <u>in Year</u> <u>(H)</u>	<u>Total</u> <u>Base Wages</u> <u>in Year</u> <u>(I)</u>
1	<u>Union -</u>								
2		21	-1.1%	1/1/00	1/1/00 -12/31/00	\$817,530	-\$8,875	-\$8,875	\$808,655
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	6	37.7%	1/1/00	1/1/00 -12/31/00	261,630	98,644	98,644	360,274
10									
11	Non-Exempt								
12									
13	Full-Time	10	-3.5%	1/1/00	1/1/00 -12/31/00	344,209	-11,980	-11,980	332,229
14									
15	Part-Time	8	-3.9%	1/1/00	1/1/00 -12/31/00	48,768	-1,925	-1,925	46,843
16									
17	Total	45	5.2%			\$1,472,137	\$75,864	\$75,864	\$1,548,001

Period Reported: 2001

Union and Non-union Payroll Costs

Total Company

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		43	3.6%	1/1/01	1/1/01 -12/31/01	\$1,633,125	\$58,390	\$58,390	\$1,691,515
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	21	5.5%	1/1/01	1/1/01 -12/31/01	\$1,150,388	62,922	62,922	1,213,310
10									
11	Non-Exempt								
12									
13	Full-Time	35	5.6%	1/1/01	1/1/01 -12/31/01	1,175,007	65,661	65,661	1,240,668
14									
15	Part-Time	<u>15</u>	-2.9%	1/1/01	1/1/01 -12/31/01	<u>109,239</u>	<u>-3,124</u>	<u>-3,124</u>	<u>106,115</u>
16									
17	Total	114	4.5%			\$4,067,759	\$183,849	183,849	\$4,251,608

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division
Rate Case Docket No. 00-

Schedule

Page

Person Responsible:

C-11.3

Page 12 of 12

D. Leppert

Period Reported: 2001

Union and Non-union Payroll Costs

Kankakee Water Division

Line	Employee Group or Affiliation (A)	Number of Employees (B)	Percentage Increase to Base Wages (C)	Effective Date (D)	Effective Period (E)	Base Wages Before Increase (F)	Annualized Wage Increase (G)	Wage Increase in Year (H)	Total Base Wages in Year (I)
1	<u>Union -</u>								
2		21	3.5%	1/1/01	1/1/01 -12/31/01	\$808,655	\$28,706	\$28,706	\$837,361
3									
4									
5									
6									
7									
8	<u>Non-union -</u>								
9	Exempt	6	5.3%	1/1/01	1/1/01 -12/31/01	360,274	19,150	19,150	379,424
10									
11	Non-Exempt								
12									
13	Full-Time	10	15.4%	1/1/01	1/1/01 -12/31/01	332,229	51,011	51,011	383,240
14									
15	Part-Time	8	-5.6%	1/1/01	1/1/01 -12/31/01	46,843	-2,633	-2,633	44,210
16									
17	Total	45	6.2%			\$1,548,001	\$96,234	96,234	\$1,644,235

Period Reported: 1996

Number of Employees

Total Company

Schedule
Page
Person Responsible:

C-11.4a
Page 1 of 12
D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	38	1	0.5	38.5	January	24	2	1.0	25.0
3	February	38	1	0.5	38.5	February	24	2	1.0	25.0
4	March	38	1	0.5	38.5	March	24	2	1.0	25.0
5	April	39	1	0.5	39.5	April	24	2	1.0	25.0
6	May	39	1	0.5	39.5	May	24	2	1.0	25.0
7	June	38	2	1.0	39.0	June	24	4	2.0	26.0
8	July	38	5	2.5	40.5	July	23	4	2.0	25.0
9	August	38	5	2.5	40.5	August	23	4	2.0	25.0
10	September	39	1	0.5	39.5	September	22	2	1.0	23.0
11	October	39	1	0.5	39.5	October	22	2	1.0	23.0
12	November	39	1	0.5	39.5	November	23	2	1.0	24.0
13	December	39	1	0.5	39.5	December	23	2	1.0	24.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	25	0	0.0	25.0	January	25	3	1.5	26.5
20	February	25	0	0.0	25.0	February	25	3	1.5	26.5
21	March	25	0	0.0	25.0	March	25	3	1.5	26.5
22	April	24	0	0.0	24.0	April	25	3	1.5	26.5
23	May	24	0	0.0	24.0	May	25	3	1.5	26.5
24	June	24	0	0.0	24.0	June	25	3	1.5	26.5
25	July	25	1	0.5	25.5	July	25	3	1.5	26.5
26	August	25	1	0.5	25.5	August	26	3	1.5	27.5
27	September	25	1	0.5	25.5	September	26	3	1.5	27.5
28	October	25	0	0.0	25.0	October	26	3	1.5	27.5
29	November	25	0	0.0	25.0	November	26	3	1.5	27.5
30	December	25	0	0.0	25.0	December	27	3	1.5	28.5

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1996

Number of Employees

Kankakee Water Division

Schedule
Page

Person Responsible:

C-11.4a
Page 2 of 12
D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	13	0	0.0	13.0	January	12	1	0.5	12.5
3	February	13	0	0.0	13.0	February	12	1	0.5	12.5
4	March	13	0	0.0	13.0	March	12	1	0.5	12.5
5	April	13	0	0.0	13.0	April	12	1	0.5	12.5
6	May	13	0	0.0	13.0	May	12	1	0.5	12.5
7	June	13	1	0.5	13.5	June	13	3	1.5	14.5
8	July	13	1	0.5	13.5	July	13	3	1.5	14.5
9	August	13	1	0.5	13.5	August	13	2	1.0	14.0
10	September	13	0	0.0	13.0	September	12	2	1.0	13.0
11	October	13	0	0.0	13.0	October	12	1	0.5	12.5
12	November	13	0	0.0	13.0	November	12	1	0.5	12.5
13	December	13	0	0.0	13.0	December	12	1	0.5	12.5
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	12	0	0.0	12.0	January	2	0	0.0	2.0
20	February	12	0	0.0	12.0	February	2	0	0.0	2.0
21	March	12	0	0.0	12.0	March	2	0	0.0	2.0
22	April	12	0	0.0	12.0	April	2	0	0.0	2.0
23	May	12	0	0.0	12.0	May	2	0	0.0	2.0
24	June	12	0	0.0	12.0	June	2	1	0.5	2.5
25	July	12	0	0.0	12.0	July	2	0	0.0	2.0
26	August	12	0	0.0	12.0	August	2	0	0.0	2.0
27	September	12	0	0.0	12.0	September	2	0	0.0	2.0
28	October	12	0	0.0	12.0	October	2	0	0.0	2.0
29	November	12	0	0.0	12.0	November	2	0	0.0	2.0
30	December	12	0	0.0	12.0	December	2	0	0.0	2.0

Number of Employees

Period Reported: 1997

Total Company

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	39	1	0.5	39.5	January	21	3	1.5	22.5
3	February	38	1	0.5	38.5	February	21	3	1.5	22.5
4	March	38	1	0.5	38.5	March	20	3	1.5	21.5
5	April	38	1	0.5	38.5	April	20	3	1.5	21.5
6	May	38	1	0.5	38.5	May	19	3	1.5	20.5
7	June	38	2	1.0	39.0	June	19	5	2.5	21.5
8	July	38	3	1.5	39.5	July	19	6	3.0	22.0
9	August	38	3	1.5	39.5	August	19	7	3.5	22.5
10	September	38	1	0.5	38.5	September	19	3	1.5	20.5
11	October	38	1	0.5	38.5	October	19	3	1.5	20.5
12	November	37	1	0.5	37.5	November	19	3	1.5	20.5
13	December	37	1	0.5	37.5	December	19	3	1.5	20.5
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	25	1	0.5	25.5	January	27	1	0.5	27.5
20	February	25	1	0.5	25.5	February	27	1	0.5	27.5
21	March	25	1	0.5	25.5	March	27	1	0.5	27.5
22	April	25	1	0.5	25.5	April	26	1	0.5	26.5
23	May	25	1	0.5	25.5	May	27	1	0.5	27.5
24	June	25	1	0.5	25.5	June	27	1	0.5	27.5
25	July	25	1	0.5	25.5	July	27	1	0.5	27.5
26	August	25	1	0.5	25.5	August	27	1	0.5	27.5
27	September	25	1	0.5	25.5	September	27	1	0.5	27.5
28	October	25	1	0.5	25.5	October	27	1	0.5	27.5
29	November	25	1	0.5	25.5	November	26	1	0.5	26.5
30	December	25	1	0.5	25.5	December	25	1	0.5	25.5

Period Reported: 1997

Number of Employees

Kankakee Water Division

Schedule
Page
Person Responsible:

C-11.4a
Page 4 of 12
D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	13	0	0.0	13.0	January	11	2	1.0	12.0
3	February	13	0	0.0	13.0	February	11	2	1.0	12.0
4	March	13	0	0.0	13.0	March	11	2	1.0	12.0
5	April	13	0	0.0	13.0	April	11	2	1.0	12.0
6	May	13	0	0.0	13.0	May	11	2	1.0	12.0
7	June	13	0	0.0	13.0	June	12	5	2.5	14.5
8	July	13	0	0.0	13.0	July	12	5	2.5	14.5
9	August	13	0	0.0	13.0	August	12	5	2.5	14.5
10	September	13	0	0.0	13.0	September	11	2	1.0	12.0
11	October	13	0	0.0	13.0	October	12	2	1.0	13.0
12	November	13	0	0.0	13.0	November	13	2	1.0	14.0
13	December	13	0	0.0	13.0	December	13	2	1.0	14.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	12	0	0.0	12.0	January	2	0	0.0	2.0
20	February	12	0	0.0	12.0	February	2	0	0.0	2.0
21	March	12	0	0.0	12.0	March	2	0	0.0	2.0
22	April	12	0	0.0	12.0	April	2	0	0.0	2.0
23	May	12	0	0.0	12.0	May	2	0	0.0	2.0
24	June	12	0	0.0	12.0	June	2	1	0.5	2.5
25	July	12	0	0.0	12.0	July	2	1	0.5	2.5
26	August	12	0	0.0	12.0	August	2	1	0.5	2.5
27	September	12	0	0.0	12.0	September	2	0	0.0	2.0
28	October	12	0	0.0	12.0	October	2	0	0.0	2.0
29	November	12	0	0.0	12.0	November	2	0	0.0	2.0
30	December	12	0	0.0	12.0	December	2	0	0.0	2.0

Number of Employees

Period Reported: 1998

Total Company

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	34	0	0.0	34.0	January	19	2	1.0	20.0
3	February	34	0	0.0	34.0	February	20	2	1.0	21.0
4	March	34	0	0.0	34.0	March	20	2	1.0	21.0
5	April	34	0	0.0	34.0	April	19	2	1.0	20.0
6	May	34	0	0.0	34.0	May	20	2	1.0	21.0
7	June	34	1	0.5	34.5	June	21	4	2.0	23.0
8	July	34	1	0.5	34.5	July	20	4	2.0	22.0
9	August	33	1	0.5	33.5	August	19	4	2.0	21.0
10	September	33	0	0.0	33.0	September	19	4	2.0	21.0
11	October	32	0	0.0	32.0	October	21	2	1.0	22.0
12	November	32	0	0.0	32.0	November	21	2	1.0	22.0
13	December	32	0	0.0	32.0	December	21	2	1.0	22.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	24	0	0.0	24.0	January	27	2	1.0	28.0
20	February	25	0	0.0	25.0	February	23	2	1.0	24.0
21	March	25	0	0.0	25.0	March	24	2	1.0	25.0
22	April	25	0	0.0	25.0	April	24	2	1.0	25.0
23	May	25	0	0.0	25.0	May	24	1	0.5	24.5
24	June	25	1	0.5	25.5	June	24	2	1.0	25.0
25	July	25	3	1.5	26.5	July	24	2	1.0	25.0
26	August	25	1	0.5	25.5	August	24	2	1.0	25.0
27	September	25	0	0.0	25.0	September	23	1	0.5	23.5
28	October	24	0	0.0	24.0	October	22	1	0.5	22.5
29	November	24	0	0.0	24.0	November	22	1	0.5	22.5
30	December	24	0	0.0	24.0	December	22	1	0.5	22.5

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division

Rate Case Docket No. 00-

Period Reported: 1998

Number of Employees

Kankakee Water Division

Schedule

Page

Person Responsible:

C-11.4a

Page 6 of 12

D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	11	0	0.0	11.0	January	14	3	1.5	15.5
3	February	11	0	0.0	11.0	February	13	1	0.5	13.5
4	March	11	0	0.0	11.0	March	13	3	1.5	14.5
5	April	11	0	0.0	11.0	April	12	1	0.5	12.5
6	May	11	0	0.0	11.0	May	12	1	0.5	12.5
7	June	11	0	0.0	11.0	June	12	7	3.5	15.5
8	July	11	0	0.0	11.0	July	10	4	2.0	12.0
9	August	11	0	0.0	11.0	August	10	4	2.0	12.0
10	September	11	0	0.0	11.0	September	10	1	0.5	10.5
11	October	11	0	0.0	11.0	October	11	1	0.5	11.5
12	November	11	0	0.0	11.0	November	12	1	0.5	12.5
13	December	11	0	0.0	11.0	December	12	3	1.5	13.5
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	11	0	0.0	11.0	January	2	0	0.0	2.0
20	February	11	0	0.0	11.0	February	2	0	0.0	2.0
21	March	11	0	0.0	11.0	March	2	0	0.0	2.0
22	April	11	0	0.0	11.0	April	2	0	0.0	2.0
23	May	11	0	0.0	11.0	May	2	0	0.0	2.0
24	June	11	0	0.0	11.0	June	2	1	0.5	2.5
25	July	11	0	0.0	11.0	July	2	1	0.5	2.5
26	August	11	0	0.0	11.0	August	2	1	0.5	2.5
27	September	11	0	0.0	11.0	September	2	0	0.0	2.0
28	October	11	0	0.0	11.0	October	2	0	0.0	2.0
29	November	11	0	0.0	11.0	November	2	0	0.0	2.0
30	December	11	0	0.0	11.0	December	2	0	0.0	2.0

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 1999

Number of Employees

Total Company

Schedule
Page

Person Responsible:

C-11.4a
Page 7 of 12
D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	32	1	0.5	32.5	January	21	4	2.0	23.0
3	February	31	1	0.5	31.5	February	21	4	2.0	23.0
4	March	30	1	0.5	30.5	March	21	4	2.0	23.0
5	April	30	1	0.5	30.5	April	21	4	2.0	23.0
6	May	30	1	0.5	30.5	May	21	4	2.0	23.0
7	June	30	2	1.0	31.0	June	21	4	2.0	23.0
8	July	30	2	1.0	31.0	July	22	6	3.0	25.0
9	August	30	2	1.0	31.0	August	22	6	3.0	25.0
10	September	30	1	0.5	30.5	September	22	6	3.0	25.0
11	October	30	1	0.5	30.5	October	22	5	2.5	24.5
12	November	30	1	0.5	30.5	November	22	4	2.0	24.0
13	December	30	1	0.5	30.5	December	22	4	2.0	24.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	24	0	0.0	24.0	January	22	2	1.0	23.0
20	February	24	0	0.0	24.0	February	23	2	1.0	24.0
21	March	24	0	0.0	24.0	March	23	2	1.0	24.0
22	April	24	0	0.0	24.0	April	23	2	1.0	24.0
23	May	24	0	0.0	24.0	May	23	2	1.0	24.0
24	June	23	1	0.5	23.5	June	23	5	2.5	25.5
25	July	23	3	1.5	24.5	July	23	5	2.5	25.5
26	August	23	4	2.0	25.0	August	23	5	2.5	25.5
27	September	23	0	0.0	23.0	September	23	2	1.0	24.0
28	October	23	0	0.0	23.0	October	23	2	1.0	24.0
29	November	23	0	0.0	23.0	November	23	2	1.0	24.0
30	December	23	0	0.0	23.0	December	23	2	1.0	24.0

Period Reported: 1999

Number of Employees

Kankakee Water Division

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	11	0	0.0	11.0	January	12	5	2.5	14.5
3	February	11	0	0.0	11.0	February	12	4	2.0	14.0
4	March	11	0	0.0	11.0	March	12	5	2.5	14.5
5	April	11	0	0.0	11.0	April	12	4	2.0	14.0
6	May	11	0	0.0	11.0	May	12	4	2.0	14.0
7	June	11	1	0.5	11.5	June	12	6	3.0	15.0
8	July	11	1	0.5	11.5	July	12	5	2.5	14.5
9	August	11	1	0.5	11.5	August	12	5	2.5	14.5
10	September	11	0	0.0	11.0	September	12	2	1.0	13.0
11	October	11	0	0.0	11.0	October	12	3	1.5	13.5
12	November	11	0	0.0	11.0	November	12	3	1.5	13.5
13	December	11	0	0.0	11.0	December	12	5	2.5	14.5
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	10	0	0.0	10.0	January	4	0	0.0	4.0
20	February	10	0	0.0	10.0	February	4	0	0.0	4.0
21	March	10	2	1.0	11.0	March	4	0	0.0	4.0
22	April	10	2	1.0	11.0	April	4	0	0.0	4.0
23	May	10	2	1.0	11.0	May	4	0	0.0	4.0
24	June	10	2	1.0	11.0	June	4	1	0.5	4.5
25	July	11	1	0.5	11.5	July	4	1	0.5	4.5
26	August	11	1	0.5	11.5	August	4	2	1.0	5.0
27	September	11	0	0.0	11.0	September	4	2	1.0	5.0
28	October	11	0	0.0	11.0	October	4	2	1.0	5.0
29	November	11	0	0.0	11.0	November	4	2	1.0	5.0
30	December	11	0	0.0	11.0	December	4	2	1.0	5.0

CONSUMERS ILLINOIS WATER COMPANY
Kankakee Water Division
Rate Case Docket No. 00-

Period Reported: 2000

Number of Employees

Total Company

Schedule
Page
Person Responsible:

C-11.4a
Page 9 of 12
D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	30	2	1.0	31.0	January	22	8	4.0	26.0
3	February	30	2	1.0	31.0	February	22	8	4.0	26.0
4	March	30	2	1.0	31.0	March	22	8	4.0	26.0
5	April	30	2	1.0	31.0	April	22	8	4.0	26.0
6	May	30	2	1.0	31.0	May	22	8	4.0	26.0
7	June	30	2	1.0	31.0	June	22	8	4.0	26.0
8	July	30	2	1.0	31.0	July	22	8	4.0	26.0
9	August	30	2	1.0	31.0	August	22	8	4.0	26.0
10	September	30	2	1.0	31.0	September	22	8	4.0	26.0
11	October	30	2	1.0	31.0	October	22	8	4.0	26.0
12	November	30	2	1.0	31.0	November	22	8	4.0	26.0
13	December	30	2	1.0	31.0	December	22	8	4.0	26.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	26	4	2	28.0	January	20	2	1.0	21.0
20	February	26	4	2	28.0	February	20	2	1.0	21.0
21	March	26	4	2	28.0	March	20	2	1.0	21.0
22	April	26	4	2	28.0	April	20	2	1.0	21.0
23	May	26	4	2	28.0	May	20	2	1.0	21.0
24	June	26	4	2	28.0	June	20	2	1.0	21.0
25	July	26	4	2	28.0	July	20	2	1.0	21.0
26	August	26	4	2	28.0	August	20	2	1.0	21.0
27	September	26	4	2	28.0	September	20	2	1.0	21.0
28	October	26	4	2	28.0	October	20	2	1.0	21.0
29	November	26	4	2	28.0	November	20	2	1.0	21.0
30	December	26	4	2	28.0	December	20	2	1.0	21.0

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division

Rate Case Docket No. 00-

Period Reported: 2000

Number of Employees

Kankakee Water Division

Schedule

Page

Person Responsible:

C-11.4a

Page 10 of 12

D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	11	0	0.0	11.0	January	12	4	2.0	14.0
3	February	11	0	0.0	11.0	February	12	4	2.0	14.0
4	March	11	0	0.0	11.0	March	12	4	2.0	14.0
5	April	11	0	0.0	11.0	April	12	4	2.0	14.0
6	May	11	0	0.0	11.0	May	12	4	2.0	14.0
7	June	11	1	0.5	11.5	June	12	4	2.0	14.0
8	July	11	1	0.5	11.5	July	12	4	2.0	14.0
9	August	11	1	0.5	11.5	August	12	4	2.0	14.0
10	September	11	0	0.0	11.0	September	12	4	2.0	14.0
11	October	11	0	0.0	11.0	October	12	4	2.0	14.0
12	November	11	0	0.0	11.0	November	12	4	2.0	14.0
13	December	11	0	0.0	11.0	December	12	4	2.0	14.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	10	2	1.0	11.0	January	4	0	0.0	4.0
20	February	10	2	1.0	11.0	February	4	0	0.0	4.0
21	March	10	2	1.0	11.0	March	4	0	0.0	4.0
22	April	10	2	1.0	11.0	April	4	0	0.0	4.0
23	May	10	2	1.0	11.0	May	4	0	0.0	4.0
24	June	10	2	1.0	11.0	June	4	1	0.5	4.5
25	July	10	2	1.0	11.0	July	4	1	0.5	4.5
26	August	10	2	1.0	11.0	August	4	1	0.5	4.5
27	September	10	2	1.0	11.0	September	4	0	0.0	4.0
28	October	10	2	1.0	11.0	October	4	0	0.0	4.0
29	November	10	2	1.0	11.0	November	4	0	0.0	4.0
30	December	10	2	1.0	11.0	December	4	0	0.0	4.0

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division

Rate Case Docket No. 00-

Period Reported: 2001

Number of Employees

Total Company

Schedule

Page

Person Responsible:

C-11.4a
Page 11 of 12

D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	30	2	1.0	31.0	January	23	7	3.5	26.5
3	February	30	2	1.0	31.0	February	23	7	3.5	26.5
4	March	30	2	1.0	31.0	March	23	7	3.5	26.5
5	April	30	2	1.0	31.0	April	23	7	3.5	26.5
6	May	30	2	1.0	31.0	May	23	7	3.5	26.5
7	June	30	2	1.0	31.0	June	23	7	3.5	26.5
8	July	30	2	1.0	31.0	July	23	7	3.5	26.5
9	August	30	2	1.0	31.0	August	23	7	3.5	26.5
10	September	30	2	1.0	31.0	September	23	7	3.5	26.5
11	October	30	2	1.0	31.0	October	23	7	3.5	26.5
12	November	30	2	1.0	31.0	November	23	7	3.5	26.5
13	December	30	2	1.0	31.0	December	23	7	3.5	26.5
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	26	4	2	28.0	January	20	2	1.0	21.0
20	February	26	4	2	28.0	February	20	2	1.0	21.0
21	March	26	4	2	28.0	March	20	2	1.0	21.0
22	April	26	4	2	28.0	April	20	2	1.0	21.0
23	May	26	4	2	28.0	May	20	2	1.0	21.0
24	June	26	4	2	28.0	June	20	2	1.0	21.0
25	July	26	4	2	28.0	July	20	2	1.0	21.0
26	August	26	4	2	28.0	August	20	2	1.0	21.0
27	September	26	4	2	28.0	September	20	2	1.0	21.0
28	October	26	4	2	28.0	October	20	2	1.0	21.0
29	November	26	4	2	28.0	November	20	2	1.0	21.0
30	December	26	4	2	28.0	December	20	2	1.0	21.0

CONSUMERS ILLINOIS WATER COMPANY

Kankakee Water Division

Rate Case Docket No. 00-

Period Reported: 2001

Number of Employees

Kankakee Water Division

Schedule

Page

Person Responsible:

C-11.4a

Page 12 of 12

D. Leppert

Line	Department (A)	Actual Number of Full Time Employees (B)	Actual Number of Part Time Employees (C)	Actual Number of Full Time Equivalents (D)	Actual Full Time Equivalents (B + D) (E)	Department (F)	Actual Number of Full Time Employees (G)	Actual Number of Part Time Employees (H)	Actual Number of Full Time Equivalents (I)	Actual Full Time Equivalents (G + I) (J)
1	<u>Production</u>					<u>Customer Service</u>				
2	January	11	0	0.0	11.0	January	12	4	2.0	14.0
3	February	11	0	0.0	11.0	February	12	4	2.0	14.0
4	March	11	0	0.0	11.0	March	12	4	2.0	14.0
5	April	11	0	0.0	11.0	April	12	4	2.0	14.0
6	May	11	0	0.0	11.0	May	12	4	2.0	14.0
7	June	11	1	0.5	11.5	June	12	4	2.0	14.0
8	July	11	1	0.5	11.5	July	12	4	2.0	14.0
9	August	11	1	0.5	11.5	August	12	4	2.0	14.0
10	September	11	0	0.0	11.0	September	12	4	2.0	14.0
11	October	11	0	0.0	11.0	October	12	4	2.0	14.0
12	November	11	0	0.0	11.0	November	12	4	2.0	14.0
13	December	11	0	0.0	11.0	December	12	4	2.0	14.0
14										
15										
16										
17										
18	<u>Transmission and Distribution</u>					<u>Administrative & General</u>				
19	January	10	2	1.0	11.0	January	4	0	0.0	4.0
20	February	10	2	1.0	11.0	February	4	0	0.0	4.0
21	March	10	2	1.0	11.0	March	4	0	0.0	4.0
22	April	10	2	1.0	11.0	April	4	0	0.0	4.0
23	May	10	2	1.0	11.0	May	4	0	0.0	4.0
24	June	10	2	1.0	11.0	June	4	1	0.5	4.5
25	July	10	2	1.0	11.0	July	4	1	0.5	4.5
26	August	10	2	1.0	11.0	August	4	1	0.5	4.5
27	September	10	2	1.0	11.0	September	4	0	0.0	4.0
28	October	10	2	1.0	11.0	October	4	0	0.0	4.0
29	November	10	2	1.0	11.0	November	4	0	0.0	4.0
30	December	10	2	1.0	11.0	December	4	0	0.0	4.0